Republic of the Philippines
OFFICE OF THE CITY MAYOR
Bacolod City

EXECUTIVE ADVISORY NO. 2
Series of 2020
Issued on March 20, 2020

TO: ALL BUSINESS ESTABLISHMENT OWNERS IN BACOLOD CITY

Gentlemen:

This advisory is borne out of our consultation with a group of business owners in the City of Bacolod last March 19, 2020. Among other important issues taken up during that meeting was the plight of the employees of our businessmen. Mr. Edgar Sy, proprietor of O Hotel and O Residences, forwarded the following plea to his fellow businessmen - to work out and pay at least a one-month gratuity for their employees during this period of community quarantine on top of their salaries and 13th month pay. The latter benefit may also be advanced in part or in full.

The negative impact of the COVID-19 pandemic on businesses cannot be overlooked. Of equal concern, however, is that our low-income earners should also be able to sustain the needs of their families during the quarantine period. With the implementation of Department of Labor and Employment (DOLE) Advisory No. 9, series of 2020 by some, if not by majority of businesses, employees are now facing its consequences. One of these is the impact of the No Work-No Pay Policy in case of reduced working hours due to flexible work arrangements. Under this scenario, therefore, our employees will not be able to sustain themselves in the event of a prolonged quarantine, and, especially, if we level up to an Enhanced Community Quarantine where offices and businesses will be closed. Thus, it is with deep concern that the undersigned pleads with business owners that, if possible, they extend at least one (1) month of gratuity pay for their employees in addition to the usual salaries and 13th month pay. Such compassionate act shall surely soften the impact of the crisis on these employees.

Additionally, it is urged that all non-essential businesses should adopt flexible work arrangements by reducing the number of working days for their out-of-town employees. This measure shall significantly help in reducing the number of persons entering our City on a daily basis.

Indubitably, the above recommendations shall cost the business sector money, but during this time of crisis, our employees must also be aided to survive.

Thank you. Stay safe and may God bless and protect us all.

ATTY. EVELIO R. LEONARDIA
City Mayor